

Reliable

JOB SERVICE  **SOURCE**

The **Reliable SOURCE** is published quarterly by The Miles City Job Service.

IDENTITY THEFT AND THE WORKPLACE

Identity theft as a crime may not appear to be closely associated with the concerns and responsibilities of human resource personnel. Important current issue? Yes. The daily concern of a company filing its customers' personal information? Absolutely. A company obviously must take adequate steps to protect the confidential information of its customers. But exactly where and how does ID theft become a concern for HR personnel?

The answer becomes a little more obvious when you consider just how much personal information about your company's employees a file cabinet full of HR paperwork contains. Just think of all the personal information that can be found in personnel files and other forms and documents you have to maintain for taxes and state and federal laws. Increasingly, employers are being held liable for any harm their employees suffer because of a workplace breach of their confidential information.



Congress and many state legislatures have passed legislation geared at protecting confidential information in the workplace, and additional legislative protections are being proposed all the time. Federal laws regarding protection of customers and employee confidential information include the Fair and Accurate Credit Transaction Act (FACT Act) and the Fair Credit Reporting Act (FCRA). In addition, it appears that the courts are primed for holding employers liable for losses of their employees' confidential information, even in the absence of a specific law requiring them to protect it.

Finally, you should remember that protecting your employees from identity theft is in your company's
(continued Page 2)

Miles City Job Fair 2014

*Location: MCC Centra
Thursday, April 10*

Noon to 12:30pm
Veterans, Military Personnel and Families
12:30pm-4pm
General Public

More information and Registration form
inside this newsletter!

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employment, education, community
information and the economy.

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IDENTITY THEFT AND THE WORKPLACE — Continued

best interest for a number of other reasons, not the least of which is the bottom line. When an employee's identity is stolen, their productivity at work will inevitably be affected as they are forced to use regular business hours to notify all the appropriate entities in an effort to correct the problem.

Obviously, you can't completely insulate your employees from ID theft, but you can take reasonable steps to protect them from it in the workplace. Despite the large-scale computer breaches frequently in the news today, workplace identity theft isn't much different now than it was 10 or 20 years ago. Even for all the increased reliance on network computing, however, the most common scenario appears to be one in which a single employee gains access to the hard, paper version of personal information about the company's other employees or customers.

HR Hot Topics. Identity Theft and the Workplace. HRhero.com

Montana Employers Will See a Decrease in Their 2014 UI Contribution Rates

The Department of Labor and Industry announced recently that the Unemployment Insurance Contribution Rate Schedule will be adjusted from schedule 6 to schedule 5, resulting in a decrease in many Montana employer's contribution rates for 2014. "Our statutory Unemployment Rate Schedule is doing exactly what it is designed to do, provide for benefits during economic downturns, while rebuilding the fund as the economy grows", said Labor Commissioner Pam Bucy. "This decrease is further evidence that Montana's economy is recovering."

During the recession Montana Employers saw an increase in their contribution rate schedules. Each year a statutory formula is used to determine employer contribution rates for the next calendar year. Legislation, initially passed in 1979, requires the automatic rate adjustment. There are 11 schedules as provided by law. The rates are decreasing from schedule 6 to schedule 5.

Throughout the recession, Montana has been one of only 18 states in the U.S. to maintain a positive UI Trust Fund balance. This means through careful management, and the timely contributions from Montana businesses, Montana did not have to borrow from the federal government in order to continue paying state UI benefits. Many states are now in the position of requiring additional taxes from employers in order to pay back loans to the federal government and achieve solvency for their trust fund accounts.

Some employers will not experience a rate decrease as individual rates are based on an employer's overall unemployment rate history.

For general information on UI rates, please visit: <http://uid.dli.mt.gov>.



With the increased demand for workers in the Bakken region, the competition between private sector or for fee internet employment services is accelerating. Recently, a local reporter shared their concerns over such a service which was inappropriately utilizing the State of Montana seal in their website. There continues to be a variety of "look-alike" or "sound-alike" internet based services who are attempting to leverage our good work for their private financial gain in this area. These copy cat strategies have and will continue to cause confusion for some of our customers who are unable to discern legitimate web sites from others.



Montana Department of Labor and Industry launches new website Customer-Centered approach to dramatically improve online services for employers and workers

The Department of Labor and Industry announced today the launch of the new Department homepage, dli.mt.gov. The new homepage marks the first step in a total redesign of the Department's online services. This overhaul will improve functionality and customer service for Montana's workers, employers, contractors and taxpayers.

"The Department provides essential services to businesses and workers in every single Montana community," said Commissioner Pam Bucy. "Through our new user-centered website, we can ensure that Montanans have easy online access to the services and information they need to be successful in their work."

Designed and programmed entirely in-house, the new website reorganizes the Department's online services from a traditional agency-centered structure to a format that puts the needs of Montanans first. The new website also features responsive web design for usability on a variety of platforms, from smartphones to desktop computers, and it conforms to style standards set by Governor Bullock's administration. These style standards provide Montanans with consistency and reliability across state government while showcasing images of Montana's incredible quality of life.

"Upon taking office, Governor Bullock made it clear that it was time for the State to up our game in our delivery of essential online services to Montanans," said Bucy. "Through this new website, we can offer services more effectively and provide Montanans with an efficient and responsive system to meet their individual needs."

Current online services, such as unemployment claims filing and professional licensing will continue through the transition. The Department will continue to roll out redesigned online services in the coming months, with the full website complete this summer.

How You can Benefit from SafetyFestMT: Miles City

SafetyFestMT: Miles City will provide many **FREE** safety-related classes to employers and their staff, simply by registering online.

The three-day safety event is set for May 20-22 at Miles Community College. Registration for the event will open around the second week of April.

Workplace safety is a topic that affects everyone, yet most employers don't realize the impact it can have on their bottom line. Montana ranks 3rd worst in the Country for workplace injuries and is the 8th worst state for workers' comp rates. You might be asking yourself, what that has to do with SafetyFestMT? Montana's high workers' compensation rates are driven by two root causes, high incident rates and longer than average duration of returning to work. Custer County for example has an incident rate of 7.1; that's higher than the State average which is 6.1 and the National rate of 3.7. That rate is calculated by dividing the number of reported claims by the number of employees.

By hosting SafetyFestMT throughout the state, the Department of Labor & Industry's Safety & Health Bureau is working to reduce incident rates and injuries through education and outreach efforts. These efforts help establish the connection between safety and lower injury rates.

To learn more about SafetyFestMT: Miles City or to get on the mailing list go to www.safetyfestmt.com and sign up for our e-mail updates. You can also contact Casey Kyler-West the SafetyFestMT Coordinator at 406-444-5267 or email her at ckylerwest@mt.gov.



The Apprenticeship and Training Program assists with helping employers train applicants to fill hard to recruit positions.

The following are just a few apprenticeable trades that have programs registered with the Montana Apprenticeship and Training Program.

*Combination Welder *Automotive Parts Salesperson *Roofer

*Office Machine Servicer *Auto Body Repair

*Transmission Mechanic *Carpenter *Waste Water Treatment Plant Operator

*Pharmacist Assistant *Water Well Driller *Automotive Painter

*Cable Slicer (Telephone) *Sign Erector *Optician (Dispensing) *Baker

*Legal Secretary *Meat Cutter *Floor Layer

*Glazier *Dry Wall Finisher *Farm Equipment Mechanic *Gas Main Fitter

*Cook *Locksmith *Boilermaker

To find out more information on the Apprenticeship please contact the Montana Apprenticeship and Training Program on the web at <http://wsd.dli.mt.gov/apprenticeship/>.

Please contact Job Service at MilesCityJSC@mt.gov if you would like to receive our newsletter by email.

*Spring's greatest joy beyond a doubt is when
it brings the children out. -Edgar Guest*



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